

New Jersey Positive Behavior Support in Schools

Sponsored by the New Jersey Department of Education, Office of Special Education Programs in collaboration with the Elizabeth M. Boggs Center on Developmental Disabilities at UMDNJ-RWJMS. This initiative is funded through the I.D.E.A. 2004, Part B Funds and is administered by the New Jersey Department of Education, Office of Special Education Programs

For more information and products visit the PBSIS website: www.njpbs.org

New 2008/2009 PBSIS Schools

The PBSIS Initiative is pleased to welcome 15 new schools to the PBSIS network. The schools will be trained during the current school year and will conduct their PBSIS “kick-off” at the start of the 2009-2010 school year. Each school will receive training and technical assistance in universal, secondary and individualized positive behavior interventions.

New PBSIS Schools

- Benjamin Franklin Middle School, Teaneck
- Lakeside Middle School, Millville
- New Brunswick Middle School, New Brunswick
- Chancellor Avenue School, Irvington
- Lincoln Elementary School, Bergenfield
- Julia A. Barnes #12, Jersey City
- Cherry Street School, Bridgeton
- Maplewood Middle School, South Orange-Maplewood
- Public School #20, Jersey City
- Indian Avenue School, Bridgeton
- Morrystown High School, Morrystown
- Teaneck High School, Teaneck
- Lady Liberty Academy Charter School, Newark
- West Deptford Middle School, West Deptford
- Thomas Jefferson Middle School, Teaneck

PBSIS Fundraising

Inside this issue:

- School Spotlight: Soehl Middle School **2**
- PBSIS Student Mentoring Programs: Lincoln Avenue School **3**
- Great Inexpensive Incentive Ideas **4**
- Save the Date for PBSIS Coaches **6**
- Training Opportunities **6**

Fundraising provides an opportunity to support PBSIS activities such as spirit and morale events, or student and staff recognition prizes. PBSIS teams wanting to raise funds benefit from having a sub-committee that guides the team’s fundraising efforts. It is important to coordinate with other fundraising committees in the school to ensure effective and efficient fundraising. Examples of successful fundraising efforts in-

clude:

Talent show/dance/play

- Staff jean/dress down days
- Hat day
- Donations from businesses
- Bake/craft/pizza/plant sales
- PTO/A Grant

For more great fundraising ideas, check out the book: **Fundraising: 50 Proven Strategies for Successful School Fundraisers**, by Frank Bennett (Corwin Press).



PBSIS School Spotlight:

The Code of the Hawk Takes Flight at Soehl Middle School

By Isabella Scocozza

Joseph E. Soehl Middle School in Linden, New Jersey joined the PBSIS Initiative during the 2007-2008 school year. The PBSIS Universal Team has worked diligently for the past year to coordinate this new initiative and plan for a kick-off at the start of the current school year.

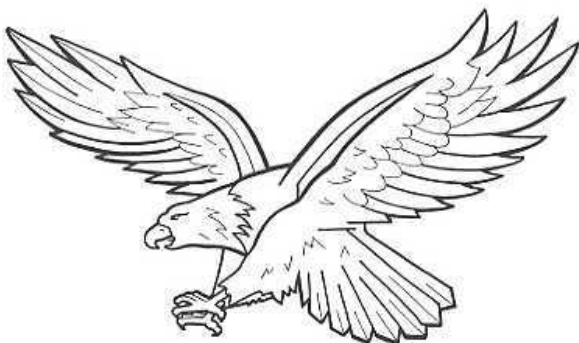
The Code of the Hawk has been established at Soehl Middle School to teach the expectations for the classrooms, restrooms, cafeteria and hallways. Brightly colored posters are displayed throughout the entire middle school to remind our students to follow the Code of the Hawk. All Soehl Middle School faculty and staff have been given several packs of Hawk Coupons for student distribution. Soehl students will receive a Hawk Coupon if they are caught following the school wide expectations. Grade level mailboxes are placed on each floor for students to drop off their Hawk Coupons. Weekly and monthly raffles have

“The PBSIS team worked with several Soehl teachers and students to create a video to show at the instructional event.”

been established to reward our deserving students who follow the Code of the Hawk.

The instructional event took place during the second day of school. The administration team organized grade level assemblies to promote positive behavior and decrease school violence. The administrative team explained the purpose of the PBSIS Initiative and the new expectations. Throughout the day, students received Code of the Hawk coupons for positive behavior. At the event, the coupons were collected and prizes were awarded to several students such as free dance tickets, fast passes to the cafeteria line and gift cards. This was a great way for students to immediately realize the possibilities of the Hawk Coupons.

The PBSIS team worked with several Soehl teachers and students to create a video to show at the instructional event. The video had students model the Code of the Hawk Expectations and explain the reason why it needs to be followed. The video showed students and teachers enthusiastically following the code and getting ready for the start of the initiative. The video was broken up into several parts to fully explain the classroom, restroom, cafeteria and hallway expectations. The video started with two eighth grade students interviewing random classmates and asked “What does it mean for you to be respectful,



Code of the Hawk

**Be Respectful, Be Responsible,
Be Prepared**

PBSIS Student Mentoring Programs:

“Boys to Men” and “Lincoln Ladies” at Lincoln Avenue School

By Bernard Rawls, MA

Lincoln Avenue Elementary School in Orange, NJ joined the PBSIS Initiative during the 2005-2006 school year. The Boys to Men Society (B2M) program was developed during the 2006-2007 school year under the guidance of Mrs. Amanda Wright-Stafford (principal) and Mr. Robert Pettit (assistant principal). The objective of the program fits under the PBSIS Initiative. Its goal is to address students who exhibit repeated behavior challenges and are in need of additional strategies. Such strategies increase self-esteem, cooperative learning, positive interaction with others, etc. These interventions address the needs of the second tier of the PBSIS model.

The group consists of twenty-five fifth and sixth grade young men from various ethnic backgrounds and personalities who together build on each other's character while recognizing and respecting one another's differences. The group is headed and run by Mr. Bernard Rawls, Lincoln Avenue School resource teacher and creator of this program. The groups are held weekly for 45 minutes once a week. During meetings the young men discuss and participate in activities explaining the meaning of manhood, brotherhood, good manners, and low-esteem versus over confidence (self-centeredness). Other topics also include discussions regarding personal hygiene, leadership, proper oral communication and setting positive examples in school, the community and the world.

With the success of B2M the Lincoln Ladies was created in 2007. This program targets the same issues



Mr. Rawls speaking with the B2M Society members.

but for female fifth and sixth grade students. The Lincoln Ladies Society group is led by three female Lincoln Avenue School teachers and staff and meets on a weekly basis. These society groups have brought a sense of pride to these young men and women. It teaches them to make smart decisions and improve their behavior while remaining ladies and gentlemen. They continue to learn ways to treat others courteously and utilize learned skills to improve good manners and behave maturely and respectfully throughout the year. The students in these societies take pride in themselves, their home, school and community.

Prior to this program Lincoln Avenue School experienced 92 overall suspensions in the 2006-2007 school year. After the implementation of B2M, suspensions dropped to 55, a 40% reduction. With increasing support of building administrators, teachers and staff the B2M and Lincoln Ladies element of the PBSIS Initiative will continue to be implemented with optimistic outlook for a positive school environment.

Keeping Prizes and Incentives New, Exciting, and Inexpensive

Having student and staff incentives that are desirable and cost effective is a common concern for many schools implementing PBSIS. Below is a list of ideas and strategies to keep students and staff excited and engaged.

Student Incentives

- Homework pass
- Opportunity to get an extra credit assignment
- Front of the line/ front of lunch line pass
- Sit at any table during lunch
- Lunch with the principal or staff member of choice
- Special lunch table (small table with tablecloth, open once a month, student to sit with 3 friends)
- Being a morning



- announcer
- Free teacher's lunch from the cafeteria
- Leave for lunch 5 minutes early
- Go to your locker 5 minutes early from last period
- One excused 5 minute late pass to any class
- Special note to parents
- Special Stickers
- School Store gift certificates
- Teacher's Helper for day
- Extended recess
- Free ticket to school dance or school sporting event

Incentive Tip

Go to www.njpbs.org and contact your fellow PBSIS coaches and find out what interesting and creative rewards they are using!

Teacher Incentives

- Lesson plan pass
- Dress down day
- Early bird special (leave early)
- Extra prep
- Wawa or Starbucks card
- Scratch off lottery ticket
- Special parking spot
- Free Lunch from cafeteria or local restaurant
- Gas card
- Free coffee and doughnut/bagel from Dunkin Donuts
- 15 minute longer lunch
- School/teaching supplies

Survey! Survey! Survey!

Why spend time trying to develop a list of incentives when you can go to the source? Surveying staff and students is an efficient way to gather information about prizes and rewards they want. Here are some tips and ideas for surveying staff and students.

- Use a suggestion box
- Create a bulletin board where staff and/or students can post comments
- Use a questionnaire
- Add a student to the universal team to provide input
- Conduct a student focus group
- Do "man on the street interviews" during lunch where students and staff are asked their opinion
- Organize a "PBSIS Club" for students that will be responsible for regularly getting feedback, generating incentive ideas, and possibly conducting fundraising activities
- At a staff meeting ask each staff member to write an idea for 1 free staff reward on a slip of paper

The Code of the Hawk Takes Flight at Soehl Middle School

cont. from page 2

responsible or prepared?” These three items are the motto for the Code of the Hawk. Several students gave their responses and input. Throughout the video, classes were filmed and claimed to follow the Code of the Hawk. The video then displayed an average day in the cafeteria. Our eighth grade narrators asked a table “How do they follow the Code of the Hawk?” Students responded by saying that they throw out their garbage, sign

out of the cafeteria and keep their area clean. The video then showed other areas of the school such as the hallways, restrooms and classrooms. Student volunteers were eager to explain how they follow the expectations of Soehl Middle School. Towards the end of the video, the narrators asked hallway students how they followed the code today. Student responses were wearing their ID badge, turning in homework on time, raising

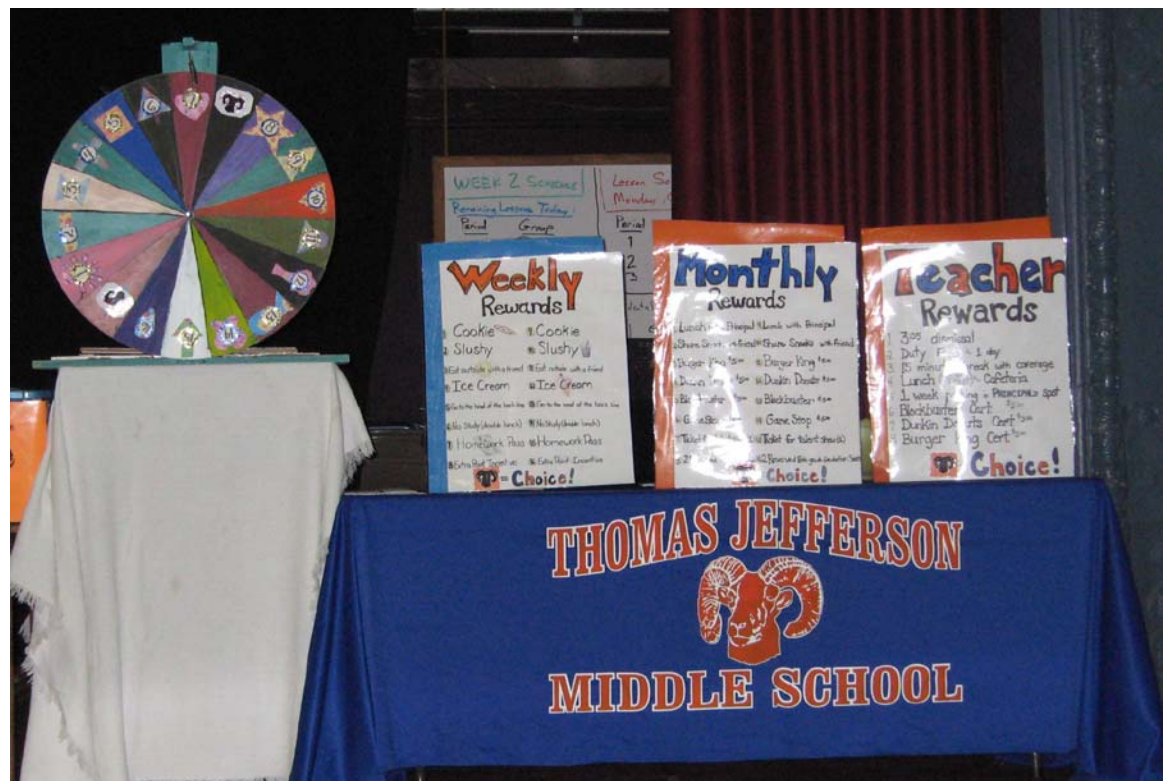
their hand in the classroom, walking in the hallway and many others. It provided a wonderful visual for the entire student body to see the Code of the Hawk implementation and their fellow peers model the expectations.

Students and staff at Soehl Middle School embraced the PBSIS Initiative and we look forward to seeing the positive results in our school.

Keeping Prizes and Incentives New, Exciting, and Inexpensive

Cont. from page 4

Thomas Jefferson Middle School in Lodi, New Jersey uses a wheel of prizes to keep their students and staff excited, engaged and “RAM Ready”. Rewards are represented by a number on the wheel. When a student’s ticket is selected from the raffle, they can get a chance to spin for a prize. Students can also choose their reward if the wheel lands on the “choice” space.



Attention PBSIS Coaches: Save the Date!

The NJ PBSIS Spring Coaches' Network Event is scheduled for **May 21, 2009 at LRC - Central in Dayton, NJ.**

All PBSIS Coaches are invited to attend. The Coaches' Network Event allows PBSIS coaches to come together and share their experiences implementing PBSIS. The Coaches' Network Event provides an opportunity to get information on new research in the field of School Wide Positive Behavior Support, training opportunities and resources available to PBSIS schools, and hear examples of how other schools are implementing PBSIS.



The presentations will be from the PBSIS State Team, coaches, staff and/or administrators from PBSIS schools. Presenters will share unique examples about

PBSIS implementation at their school, which often includes sharing of tools and resources with the audience.

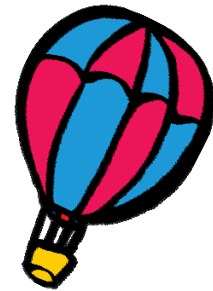
For more information go to the Coaches' Network section of www.njpbs.org. We hope to see you there!

Training Opportunities

The NJ Department of Education, Office of Special Education Programs, Learning Resource Centers (LRCs) offer different training opportunities related to instruction and behavior support.

Please call your local LRC to find out more about workshops offered.

- Northern Region (East Orange): 973-414-4491
- Northern Satellite (Morris Plains): 973-631-6345
- Central Region (Dayton): 732-274-5570
- Southern Region (Sewell): 856-582-7000



Check out the PBSIS Website

The www.njpbs.org website provides information about school wide positive behavior support for educators and families. In addition, the website is frequently updated with resources, such as new PBSIS tools, examples of PBSIS school products and information about upcoming events.

Check out the PBSIS website to see what resources are available!

Stay in Touch

Please share your success stories, questions and comments via email: sunneryse.smith@umdnj.edu